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ABSTRACT

This report presents information on the status of the Tech-Prep Programs in California community colleges and addresses the broader policy context of new federal initiatives--especially the School-to-Work Opportunities Act of 1993--in which the Tech-Prep Program is likely to develop in the future. Section I documents the recent growing concerns about the inadequacy of existing approaches to prepare young people for the transition from school to the world of work and identifies some of the most significant attempts to address those concerns, such as the Carl D. Perkins Vocational and Applied Technology Education Act (VATEA), "Goals 2000: Educate America Act" (mandating that all states ensure that students meet all academic standards by 10th grade), and the School-to-Work Act (establishing a system for career preparation for all students in all public high schools). Section II elaborates on tech-prep as one model for improving the transition from school to work and details the implementation of that model in California in the past 2 years. Section III describes the provisions of the School-to-Work Opportunities Act of 1993, its relation to tech-prep, and California's recent application for a planning grant to prepare for implementation of that act during 1994. An inventory of Tech-Prep Programs in California, and performance criteria as prescribed by Title III, Part E, of VATEA are appended. (MAB)

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Board of Governors
California Community Colleges
March 10, 1994

TECH-PREP AND SCHOOL-TO-WORK PROGRAMS 14

A REPORT

Presentation: *Phoebe Helm, Vice Chancellor*
Economic Development and Vocational Education

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Board of Governors
California Community Colleges
March 10, 1994

TECH-PREP AND SCHOOL-TO-WORK PROGRAMS 14

A REPORT

Presentation: ***Phoebe Helm, Vice Chancellor***
Economic Development and Vocational Education

Issue

This item presents information on the status of the Tech-Prep program. It also addresses the broader policy context of the new federal initiatives—especially the School-to-Work Opportunities Act of 1993—in which the Tech-Prep program is likely to develop in the months and years to come.

Background

Tech-prep was mandated in the 1990 reauthorization of the Carl D. Perkins Vocational and Applied Technology Education Act (VATEA) and has been under development in California schools and community colleges for the past two years. In the meantime, the Clinton administration has proposed a cluster of interrelated initiatives and two major pieces of legislation that deal with workforce preparation and school reform, and which embrace the tech-prep concept as a major vehicle for achieving those broader purposes.

Analysis

Section I documents the recent growing concerns about the inadequacy of existing approaches to prepare young people for the transition from school to the world of work and identifies some of the most significant attempts to address those concerns.

Section II elaborates on tech-prep as one model for improving the transition from school to work and details the implementation of that model in California in the past two years.

Section III describes the provisions of the School-to-Work Opportunities Act of 1993, its relation to tech-prep, and the State of California's very recent application for a planning grant to prepare for implementation of that act during 1994.

Staff: *Ronnald Farland, Dean*
Economic Development and Vocational Education

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Economic Development and Vocational Education

TECH-PREP AND SCHOOL-TO-WORK PROGRAMS

A Report

Section I

The Need to Improve the Transition from School to Work

Over the past decade there has been an emerging consensus that if the United States is to prosper in the global economy, it needs to increase both the amount and quality of education and training its young people receive. As early as 1983, the National Council on Excellence in Education, in "A Nation At Risk," declared that education and training provide the "raw materials" for economic preservation and growth, and signaled a warning about the alarming proportion of individuals who leave school without basic academic and job skills.

Throughout the 1980s, countless other commissions and studies documented the growing "skills gap" between job requirements and students' preparation, and in 1990, the National Center on Education and the Economy produced "America's Choice: High Skills or Low Wages!" which acknowledged that America might well have "the worst school-to-work transition *system* of any advanced country in the world" (emphasis added).

According to a recent review of research by the National Center for Research in Vocational Education, these painful assertions about education, training, and the school-to-work transition have been supported by at least three kinds of evidence: distressing labor market trends, rising skill demands for the American worker, and unsatisfactory education and training outcomes. Analysts have referred to the American youth labor market as typically "floundering," haphazard; filled with layoffs, part-time work; drifting from job to job, and long periods of unemployment. Over one-third of American men by age 30, for example, have never held a job for more than one year. The unemployment rate for eighteen- and nineteen-year-old non-students in 1991 was 17 percent and has been steadily rising. These trends are even more distressing when educational attainment level is taken into account. The stable, high-paying manufacturing jobs that were once an option for many non-college graduates have been disappearing and are being replaced by jobs in service and retail that pay at half the rate. A result of this kind of wage structure change is that average weekly earnings in the U.S. have fallen by more than 12 percent, and that loss of income was absorbed entirely by the bottom 70 percent of wage earners. Real wages of males, age 20-24, with a high school diploma fell 30 percent between 1973 and 1986.

Just what factors, other than rising skill demands, have created these circumstances is a subject of much debate, but there is no doubt that the schools have done little to stem the tide. To the extent that it has been of concern to the schools, career preparation has been chiefly relegated to an "alternative track" for those who lack the inclination, aptitude, or resources to pursue a college degree. And, many now argue, the fragmented administration of existing vocational education and job training resources and the absence of any state or national policy to guide the transition from school to work have allowed the schools to continue in their complacency. Still, beginning in the mid-1980s, there have been notable state and federal efforts to respond to the growing crisis; very recently there is reason to believe that the nation's schools and community colleges, together with concerned employers, may be more willing than they have been to take up the challenge of providing a more coherent transition from school to work.

During much of the past decade, California has been in the forefront in developing programs and models to improve school-to-work transition. Since 1985, for example, the California Community Colleges Board of Governors has actively supported improved articulation of high school and community college vocational courses as a high priority. From 1986 to 1989, twenty-one joint articulation projects, called 2+2 projects, were awarded funds from the Carl D. Perkins Vocational and Applied Technology Education Act (VATEA) to plan, implement, and expand model programs. In 1989, state funds were sought and obtained to support eighteen additional 2+2+2 projects, to include the university level in this articulation chain. Comparable efforts by the California Department of Education during the same period spawned sixty partnership, or career, academies in high schools, based on the developing notion that business and industry should join the schools as partners in helping to establish skills standards upon which to base new curriculum, including worksite experiences, that produce workers with the skills employers need.

At the federal level, in 1990, the reauthorization of the VATEA included a whole new title called "tech-prep," which embraced both the ideas of secondary-postsecondary articulation and of active employer involvement in planning and implementation of programs based on skills standards. Perhaps most significant of all, the tech-prep concept introduced the notion of "integrating academic and vocational instruction," thus raising the prospect that schools owe ALL of their students, rather than just those that are not college bound, a smoother transition from school to work.

Finally, upon its election in 1993, the Clinton administration seized upon the key concepts of what had become a bipartisan perspective on improving workforce preparation in the U.S. and introduced two major initiatives, each with implementing legislation. The *Goals 2000: Educate America Act,* which was introduced in Congress in fall 1993, would mandate that all states maintain voluntary basic or academic skills standards that must be met by tenth grade. It also would establish a national skills standards board, which would collaborate with industry to develop industry-specific skills standards to which curricula could adhere and achievement of which would result in award of a portable skills certificate for employment. Its companion

bill, the School-to-Work Opportunities Act (so far, actually moved more quickly through the legislative process than *Goals 2000*), establishes "a national framework within which all states can create School-to-Work Opportunities *systems* that are integrated with the systems developed under the *Goals 2000: Educate America Act* and that offer young Americans access to a performance-based education and training program that will enable them to earn portable credentials; prepare them for a first job in a high-skill, high-wage career; and increase their opportunities for further education . . . ." In short, the law would provide for a systemic infusion of career preparation, often including worksite education, for all students in all public high schools. (Section III of this report includes more detail on the School-to-Work Opportunities Act.)

Section II

Tech-Prep: A History and Current Status

In 1990, Title III, Part E, of the Carl D. Perkins Vocational and Applied Technology Education Act (VATEA) authorized and provided significant funding to support the development and operation of four-year tech-prep education programs. These programs create a link between the last two years of secondary school and the first two years of postsecondary study, and combine nontraditional school-to-work technical education programs with state-of-the-art equipment and appropriate technologies.

VATEA defines tech-prep education programs as a combined secondary and postsecondary program that:

- leads to an associate degree, two-year certificate, or two-year apprenticeship;
- provides technical preparation in at least one field of engineering technology; applied sciences; mechanical, industrial, or practical art or trade; agriculture; health; or business;
- builds on student competence in mathematics, sciences, and communications, through a sequential course of study; and
- leads to placement in employment and/or transfer to a four-year baccalaureate degree program.

Tech-prep calls for the establishment of systematic technical articulation agreements, between secondary schools and postsecondary education institutions, which serve as commitment to a program designed to provide students with a nonduplicative sequence of progressive achievement leading to competencies in a tech-prep education program. This commitment is considered essential for providing youth and adults with skills in the liberal and practical arts and in basic academics, including

literacy instruction in the English language, and with the intense technical preparation necessary for finding a position in a highly competitive work force. Tech-prep also calls for collaborative efforts with representatives of labor and business and industry to identify requisite skills and competencies for entry-level positions.

The budget for tech-prep is jointly administered by the California Community Colleges Chancellor's Office, which expends approximately $8.5 million per year, and the California Department of Education (CDE), which expends approximately $2.5 million per year. The Chancellor's Office portion has provided grants to support the establishment of local consortia and three statewide projects that provide evaluation, student follow-up, and outreach and guidance services for the consortia. CDE has provided large grants to six resource centers involved in "subject matter projects" to develop vocational-academic integrated curricula in agriculture, business, engineering, industrial technology, health, and home economics.

In 1991, sixty-five local tech-prep consortia were funded through a Request for Application (RFA) process. The RFA was developed jointly by the Chancellor's Office and CDE and distributed to secondary schools (comprehensive high schools, adult schools, regional occupational programs/centers, community colleges, and proprietary schools) statewide. Ten additional sites were awarded tech-prep funds in year two, for a total of seventy-five local consortia. By early January 1994, eighty-three local consortia will be operational with participation from all 107 community colleges and over one half of California's 800 secondary schools (see Appendix A, Program Inventory).

Local consortia were required to develop three-year plans that describe how certain performance criteria, as prescribed by VATEA, would be accomplished (see Appendix B, Performance Criteria). In many cases, the memberships of local tech-prep consortia consist of multiple community colleges and secondary schools. Thus far, performance tasks have focused on curriculum development and teacher and/or counselor in-service training. By fall 1994, it is expected that programs will be sufficiently developed to allow eleventh grade students to enroll in tech-prep courses.

Three statewide tech-prep projects were awarded funds through a competitive RFA process. The Outreach and Guidance project provides assistance to the local consortia by developing common outreach materials that are designed to promote and publicize Tech-Prep programs in California. This project specifically provides services and materials regarding the existence and benefits of Tech-Prep programs, and the need for early academic preparation, to members of special populations and their parents.

The Evaluation project provides assistance regarding federal accountability requirements to tech-prep consortia by identifying necessary data elements, establishing timelines for data collection, developing appropriate forms, performing data analyses, and preparing annual reports.

The Student Follow-up project works in coordination with the Evaluation project to develop a system to monitor student progress from one grade and/or educational segment to the next level, and, ultimately, from graduation to employment. Local consortia receive technical assistance regarding student follow-up procedures and processes as needed.

Six tech-prep resource consortia were also awarded funds through a competitive RFA process. It is anticipated that the work of the six resource consortia will expedite the establishment of fully developed and effective tech-prep education program models. Resource centers are expected to host visitors and to share curriculum materials and teacher in-service training programs with local consortia. Local consortia may use their grant funds to visit these centers to acquire materials or services.

Currently, efforts are underway to prepare the next California State Plan for the Carl D. Perkins VATEA funds, which include tech-prep. Upon approval, funds will be made available to extend support of Tech-Prep programs for an additional two years.

Section III

The School-to-Work Opportunities Act

Below is a summary of the School-to-Work Opportunities Act, reprinted from a document jointly prepared and released by the U.S. Departments of Education and Labor.

> *The School-to-Work Opportunities Act of 1993 is designed to build a national system of state-run, local partnerships of employers, educators, and others to jointly design and implement a high-quality school-to-work transition system. The intent is to offer ALL youth access to a performance-based education and training program that:*
>
> - *connects the worlds of school and work*
> - *leads to a "transportable" certification of competencies recognized by employers*
> - *prepares youth for a first job in a high-skills, high-wage career*
> - *prepares youth for transition to further education and training*

Guiding Principles

Governance: States build a system of infrastructures which facilitate local partnerships. To develop the system, participation and "buy-in" are required from employers, educators (secondary, community college, higher education and other), labor, community, and government.

Learning: The system connects work-based and school-based learning, integrates vocational and academic education, and links secondary and post-secondary education. Curriculum is tied to skill and performance standards that are established by industry. Workplace learning (preferably "paid") is an integral part of ALL students' instruction, providing training in various aspects of an industry and in general workplace competencies.

Integration: The system builds on the integration of new and existing technical preparation and training programs (such as tech-prep, career academies, youth apprenticeship, and cooperative education) so that school-to-work opportunities become an integral part of the education system—not just another categorical program or another educational alternative. A variety of connecting activities must be devised to assist programs as they begin to link the worlds of school and work.

Access: The system serves ALL students, college and non-college bound. The program serves students of diverse interests and racial, ethnic, and cultural backgrounds, including students with disabilities, students with limited-English proficiency, and academically talented students.

To assist states to prepare this new system, developmental (planning) grants will be provided to all states beginning fall 1993. Additionally, states will be encouraged to apply for competitive five-year implementation grants beginning spring 1994.

California's Preparation for Implementing the School-to-Work Opportunities Act

At this writing, the *School-to-Work Opportunities Act* has passed the House of Representatives with strong bipartisan support. The Senate is expected to pass the bill early in the session that begins January 25, 1994, but the timing is likely to be affected by a broadly-supported preference to act first on the companion bill, the *Goals 2000: Educate America Act*. In any event, it is likely that both pieces of legislation will be passed by early spring 1994 and nearly as likely, given the strong bipartisan support, that budget appropriations will follow thereafter.

In the meantime, however, $100 million was appropriated from existing sources in the federal Fiscal Year 1994 budget for states to initiate their planning efforts in anticipation of passage of the School-to-Work Opportunities Act. Specifically, all states are expected to be awarded "developmental" or planning grants of up to $750,000 from the federal Fiscal Year 1994 funds, and four or five states that are "ready" for implementation will be awarded their first-stage implementation grants from that source.

In late August 1993, Secretary of Education Richard Riley and Secretary of Labor Robert Reich jointly invited all fifty state governors to send state delegations, which represented agencies and interests thought to be pivotal in school-to-work planning, to attend a three-day symposium in Baltimore, MD., for the purpose of planning their states' applications for the developmental grants. California's delegation at the Baltimore symposium included a representative from the Chancellor's Office. Subsequently, staff from the Chancellor's Office have been integrally involved with this group in efforts to develop the California grant application.

In California, the Governor has exerted his leadership on this issue of workforce preparation, in general, and school-to-work, in particular. The Governor named the Director of Employment Development, Tom Nagle, to coordinate the state's grant application process (in close collaboration with the California Department of Education, the Chancellor's Office, the Business Roundtable, the California Department of Rehabilitation, and several other interest groups and state agencies). The Employment Development Department has also been written into California's application to continue the coordination function during the development grant funding period (expected to be March-December of 1994).

A key feature of the California application is the creation of a broadly-based Governor's Advisory Council on Workforce Preparation and School-to-Work Opportunities. The application commits the advisory council to work closely and collaboratively with the State Board of Education and the Board of Governors in developing the state's implementation plan and also to engage a broad spectrum of state and local agencies, organizations, and interest groups in the process of plan development.

Board members are strongly encouraged to study the application document and raise any questions or concerns they have about the development grant process. The development application was mailed to all Board members in mid-December.

Tech-Prep Program Inventory

Fiscal Agent	Participating Institution(s)		Amount	Program Area(s)
91-0576 Allan Hancock Joint CCD Allan Hancock College **Dr. Marjorie Carson** (805) 922-6966 Ext. 3537	North Santa Barbara County ROP Lucia Mar USD Santa Maria Joint UHSD Calif. Polytechnic State Univ., SLO	Santa Ynez High School Lompoc USD St. Joseph High School Santa Barbara County Schools	$57,625	Business Education
91-0577 Antelope Valley Union HSD Antelope Valley College **June Fehrs Battey** (805) 948-7655 Ext. 263	Antelope Valley Union HSD Antelope Valley Union HSD/Educ. Svcs. Antelope Valley Union HSD/Adult School Antelope Valley Union HSD/Quarty HS CSU Los Angeles Antelope Valley Union HSD/ROP Antelope Valley Economic Develop. Corp.	Edwards Air Force Base High Desert Hospital Southern California Edison Company Rockwell International Northrop B-2 Division Wal Mart Lancaster City of Palmdale	$57,625	Health Care Business Education Computer Technology
910578 Baldwin Park USD, Adult and Continuing Education/Adult Career Training Center Mt. San Antonio College **Adriana Figueroa** (818) 960-0384	Baldwin Park USD East San Gabriel Valley ROP Calif. State Ploytechnic University, Pomona Baldy View ROP Bank of America Tri Community Adult El Monte Rosemead Adult School La Puente Valley ROP Dept. of Rehabilitation, California West Covina USD Employment Develop. Dept., California Starbrate Aqua Filter System/Walnut Chamber S.J. Speer Assoc. Inland Valley Daily Bulletin City of West Covina Small Business Development	S.G. Valley Area Tandex Test Labs Halcyon Microelectronics Ambrite Corporations Webster Labs Southern California Edison company Avery-Dennison General Dynamics Pomona EDD Wayne Fukula and Assoc. Coleman Realty General Telephone Covina Valley USD Bonita USD Ameritecc Corp. Hacienda La Puente USD Center for International Trade	$57,225	Keyboarding/Typing Bookkeeping/Accounting Work Processing computer Applications Business English Business Math

APPENDIX A

CCD Community College District
COE County Office of Education
USD Unified School District
UHSD Union High School District
CSU California State University
HSD High School District
UC University of California
UHS Unified High School

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Fiscal Agent	Participating Institution(s)		Amount	Program Area(s)
91-0579 Baldy View ROP Chaffey College **Larry Weigel** (909) 624-0063	Baldy View ROP Chaffey Joint Union HSD Chino USD Claremont USD Upland USD Fontana USD Claremont College Braveo Financial Services Astara, Inc. Ford of Upland AVCO Financial	Fromer Psych Center FHP, Inc. Security Pacific Bank Bank of America Center Bank First Interstate Bank Wells Fargo Bank American General Finance Chino Valley Bank Chaffey Federal Credit Union Associated financial Service	$57,625	Business Education Office Technology Computer Science Engineering Drafting Child Development Child Care Certification
91-0580 Butte CCD Butte College **Larry Newman** (916) 895-2453	Chico USD Gridley Union HSD Hamilton Union HSD Oroville Union HSD and High School Orland Joint Union DS Paradise USD Willows USD	CSU Chico Butte County ROP Glenn County ROP Mid-Valley Tractor The Plant Barn Oroville Hospital Enloe Hospital	$57,625	Agriculture Health Careers Industrial Technology Business Home Economics Engineering
91-0581 Cabrillo CCD Cabrillo College **Lynn Harlan** (408) 479-6272	Pajaro Valley USD Watsonville High School Santa Cruz county ROP UC Santa Cruz Granite Construction	Santa Cruz Operations San Lorenzo Valley High School Soquel High School Harbor High School San Jose State	$57,625	Electronics Technology Drafting Technology
91-0582 Capistrano-Laguna Beach ROP Saddleback College **David Wheeler** 714) 496-3118	Capistrano-Laguna Beach ROP	Capistrano USD	$57,625	Business Education

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COE County Office of Education
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UHSD Union High School District
CSU California State University
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UHS Unified High School

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Fiscal Agent	Participating Institution(s)		Amount	Program Area(s)
91-0583 Cerritos CCD Cerritos College **Lorraine Edson-Perone** (310) 860-2451 Ext. 215 or 320	Cerritos CCD ABC USD Southeast ROP	Downey USD Bellflower USD Norwalk-La Mirada USD	$57,625	Business Health Occupations Technology
91-0584 Chabot-Las Positas CCD Las Positas College **Jackie Sleibaugh** (510) 455-9416	Tri Valley ROP Dublin Schools Livermore School District Pleasanton USD Education Workforce Project	Alameda Private Industry Council Chrysler Corp. Ford Parts and Service Division The Service Station Sun Electric Corporation	$57,625	Auto Technology Drafting
91-0585 Citrus CCD Citrus College **Bart Bartel** (818) 914-8708	Baldy View ROP East San Gabriel Valley ROP Monrovia USD Azusa USD Glenn Davis Automotive Certified Auto Specialist Advance Infant Development Toyota	Independent Repair Shop Bureau of Automotive Repair Snap on Tools Duarte USD Glendora USD Claremont USD San Antonio ROP Los Angeles ROP	$57,500	Child Development Auto Technology
91-0586 Coast CCD Orange Coast College Golden West College Coastline Community College **Dr. Susan B. Carreon** (714) 895-8216	Newport-Mesa UHS Costa Mesa HS Coastline ROP Costa Mesa Chamber of Commerce Hunting Beach Union High School	Westminister High School CSU Long Beach Westminister Chamber of Commerce Central County Regional Occupational Prog. Fountain Valley Chamber of Commerce	$171,675	Business Occupations Health Occupations Industrial and Technology Education Occupations

CCD Community College District
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UHSD Union High School District
CSU California State University
HSD High School District
UC University of California
UHS Unified High School

Fiscal Agent	Participating Institution(s)		Amount	Program Area(s)
91-0587 Compton CCD Compton Community College **Dr. Roberta West** (310) 637-2660	Compton USD	Riley Johnson	$57,625	Automotive Technology Business Child Development
91-0588 Contra Costa CCD Contra Costa College **William R. Dabney** (510) 235-7800 Ext. 426 Diablo Valley College **Linda Sullivan** (510) 685-1230 Ext. 225 Los Medanos **Dr. Thais Kishi** (510) 439-2181	Richmond USD/ROP Bio Rad Laboratories Bay Area Bioscience Center Berlex Bioscience Miles-Cutter Lab Antioch USD Liberty Union HSD Pittsburg USD	Contra Costa USD Delta Memorial Hospital Los Mendanos Community Hospital Mt. Diablo Medical Center Mt. Diablo High School ROP Program Contra Costa High School Richond Unified Schools	$172,475	Bio Technology Admissions/Matriculation Hotel/restaurant Management Baking Certificate Program Nursing and Academic Curriculum Academic Core Curriculum Development and Articulation
91-0589 Desert CCD Desert, College of the -- Copper Mountain Campus **John R. Madden** (619) 366-3791	Morongo USD Daigneult, Smith Assoc. Jack Shay Collins Computer Innovations Marshall Motor Cars	Lee Usher Yucca Valley Chrysler Center Chief Auto Parts Kragen Auto Parts Pomona First Federal Savings and Loan	$57,625	Mathematics Science Automotive Technology Computer Technology Business
91-0590 Foothill-DeAnza CCD Foothill College DeAnza College **Fred A. Critchfield** (415) 949-7255	Lemont Union HSD Monta Vista High School North County ROP CSU San Jose Cupertino High School Fremont High School homestead High School Lynbrook High School Palo Alto USD	Los Altos High School Mountain View – Los Altos HSD Mountain View High School Central County ROP Santa Clara University Sunnyvale Chamber of Commerce The HR Link Lockhead Missiles and Space Company Bay Area Council	$115,250	Business Engineering/Technology Health Occupations

CCD Community College District USD Unified School District CSU California State University UC University of California
COE County Office of Education UHSD Union High School District HSD High School District UHS Unified High School

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Fiscal Agent	Participating Institution(s)		Amount	Program Area(s)
91-0591 Gavilan Joint CCD Gavilan College **Martin L. Johnson** (408) 848-4885	Santa Clara ROP Gavilan College Gilroy USD Morgan Hill USD San Benito HSD	Growth Opportunity, Inc. Kurz Instruments San Benita Hospital Distributing Aromas/San Juan USD	$57,625	Licensed Vocational Nurse Industrial Drafting Child Development
91-0592 Glendale CCD Glendale Community College **Jim Baugh** (818) 240-1000 Ext. 5158	Glendale UHSD Secom Industries	Los Angeles Police Credit Union Foyo Jitsugyo USA, Inc.	$57,533	Engineering/Drafting Technical Education CADAM Applied Physics Electronics computer Technology Welding Machining Accounting Typing Food Service Aviation
91-0593 Grossmont-Cuyamaca CCD Cuyamaca College Grossmont College **Ann Daluiso** (619) 465-1700 Ext. 327	Grossmont UHSD Vocational & ROP Service – East County CSU San Diego	UNISYS Hilb. Rogal and Hamilton Great Western Bank	$114,450	Electronics Drafting Accounting Insurance
91-0594 Imperial Valley ROP Imperial Valley College **Elenor E. Kussman** (619) 339-6434	Imperial Valley College Brawley Union HSD Imperial Valley ROP	San Diego State University/ Imperial Valley Campus	$57,625	Business Office Technology Administration of Justice Nursing/Health Technology

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USD Unified School District
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CSU California State University
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UC University of California
UHS Unified High School

Fiscal Agent	Participating Institution(s)		Amount	Program Area(s)
91-0595 Kern CCD Bakersfield College Cerro Coso College Porterville College Taft College **Lloyd Hokit** (805) 395-4348	Kern CCD Kern HSD CSU Bakersfield Employers Training Resources Nord and Assoc., Inc.	Kern HSD/ROC Kern County Superintendent of Schools Employment Development Department of CA West Kern CCD	$230,500	Health Careers Office Technology Engineering/Engineering Tech. Agricultural Tech./Industrial Tech. Human Services Criminal Justice/Corrections
91-0596 Lemoore Union HSD West Hills College **Harry Sussman** (209) 924-6611	Lemoore Union HSD	Kings County ROP	$57,225	Business Marketing Computer Science
91-0597 Los Angeles CCD East Los Angeles College **Dr. Dean Athans** (213) 265-8858	Alhambra School District Los Angeles county RO CSU Los Angeles Los Angeles USD Lockman and Assoc.	Unocal N.L. Mandley, Inc. TRW Technar Southern California Gas Company	$57,625	Engineering Technology Office Administration
91-0598 Los Angeles CCD Los Angeles City College **Caquese Chaffin** (213) 953-4207	Grant High School CSU Los Angeles Kaiser Permanente, Los Angeles	Kelly Temporary Services Mayor's Office	$57,225	Office Administration

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CSU California State University
HSD High School District
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UHS Unified High School

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Fiscal Agent	Participating Institution(s)		Amount	Program Area(s)
91-0599 Los Angeles CCD Los Angeles Mission College **Eloise Cantrell** (818) 364-7625	Los Angeles USD Los Angeles County ROP/Adult School CSU Northridge Kellogg Law Inc.	City of Los Angeles Justice Department Marriott Hotels Holiday Inn	$57,625	Culinary Arts Administration of Justice Graphic Arts Auto CAD
91-0600 Los Angeles CCD Los Angeles Pierce College **Elizabeth Rinnander** (818) 719-6451	Los Angeles USD CSU Los Angeles	Los Angeles Kaiser	$57,625	Office Business/Administration
91-0601 Los Angeles CCD West Los Angeles College **Scott Pumphrey** (310) 287-4476	Los Angeles USD Westchester High School North Valley Occupational Center San Jose State University Culver City USD LA County Regional Occupational Program	Continental Airlines United Airlines Garrett Aviation American Airlines Los Angeles County ROP CSU Dominguez Hills	$57,625	Aviation Maintenance Aircraft Electronics Electronics Business Paralegal Computer Science Hazardous Materials Child Development
91-0602 Los Rios CCD American River College **Dr. George Gridely & Jim Comins** (916) 484-8675	CSU Sacramento Center USD Grant Union HSD	San Juan USD Sacramento County Office of Ed. ROP	$57,625	Engineering Technology Health Careers Automotive Collision Repair Technologies

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UHSD Union High School District
CSU California State University
HSD High School District
UC University of California
UHS Unified High School

Fiscal Agent	Participating Institution(s)		Amount	Program Area(s)
91-0603 Los Rios CCD Cosumnes River College **Gert Tipton** (916) 688-7205	Elk Grove USD	Folsom/Cordova USD	$57,625	Food Service Business Accounting Automotive Technology
91-0604 Los Rios CCD Sacramento City College **Dr. Thomas J. Adams** (916) 558-2363	Sacramento City USD	Washington USD	$57,625	Technology Cluster Mech. electrical Technology Drafting Electronics Metals Business Cluster Office Administration Computer Information Science Visual Communications Cluster Print Technology Graphics Visual Communication Computer Technology Health Career Cluster Careers with Children Early Childhood Education Nursing Dental Technology Occupational Physical Therapy Public Service Administration of Justice
91-0605 Mendocino-Lake CCD Mendocino College **Dr. Victoria Patterson** (707) 468-3408	Leggett High School Laytonville High School Anderson Valley High School Ukiah High School	Kelseyville High School Clearlake High School Potter Valley High School Upper Lake Union HS	$57,625	Business Health Services

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APPENDIX B

Performance Criteria as Prescribed By Title III, Part E, of VATEA, 1990

1. Establishment of an articulation agreement between participants in the consortium.

2. Provision of programs of instruction which consist of the two years preceding graduation and two years of higher education, or an apprenticeship program of at least two years following secondary instruction, with a common core of required proficiency in mathematics, science, communications, and technologies designed to lead to an associate degree or certificate in a specific career field.

3. Development of Tech-Prep education program curricula appropriate to the needs of the consortium participants.

4. Provision of professional development training for teachers-faculty that:

   a. is designed to assist teachers to effectively implement Tech-Prep education curricula;

   b. provides for joint professional development for faculty from all participants in the consortium;

   c. may provide such professional development in weekend, evening, and summer sessions, institutes, or workshops.

5. Provision of professional development for counseling staff that is designed to create:

   a. effective student recruitment strategies for Tech-Prep programs that also address issues of drop out prevention, re-entry, and the needs of minority youth of limited-English proficiency, youth with disabilities, and disadvantaged youth;

   b. effective support services that enable students to successfully complete Tech-Prep programs, including students representing special populations as specified in the Act; and

   c. ensure that students are placed in appropriate employment.

6. Provision for equal access to the full range of technical preparation programs to individuals who are members of special populations, including the development of Tech-Prep education program services appropriate to the needs of such individuals.

7. Provision for preparatory services which assist all participants in such programs.

8. Provisions for the acquisition of Tech-Prep education program equipment.

9. Identification of the needs for expert assistance from the Tech-Prep Resource Consortia, Special Projects Consortia, and other articulation and agreements and for the development and operation of Tech-Prep programs curriculum projects in the state for the establishment of articulation in the designated occupational areas.

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91-0606 Merced CCD Merced College **Dr. Anne Newins** (209) 384-6107	Merced Union HSD Merced COE Los Banos USD LeGrand HSD Dos Palos Joint Union HSD	Chowchilla HSD Merced City PIC Merced City GAIN Headstart	$57,625	Applied Business Management Technologies Supervisory Training Applied Industrial mech. Technologies Automotive Technology Applied Health/Human Services Tech. Early Childhood Education
91-0607 Mission Trails ROP *(Monterey County Tech Prep Consortium)* Hartnell College Monterey Peninsula College **Trina Bass** (408) 753-4209	Salinas Junior HSD Salinas Union HSD San Jose State University Monterey Peninsula USD	Mission Trails ROP North Monterey County HSD King City UHSD Gonzales UHSD	$115,250	Computer Science Information Business Hospitality Health Automotive Technology Mill and Cabinetry
91-0608 Napa Valley CCD Napa Valley College **Nadine Wade-Gravett** (707) 253-3221	Business Education Partnership (BEP) The Vintage Bank The Doctor Company Napa Valley Bank State Farm Insurance Vallerga's Market	St. Helena USD Napa Valley USD Napa COE John Burke Napa County ROP	$57,625	Office Support Operations Computer/Data Processing Health
91-0609 North Orange County CCD Cypress College **Laurie Manseau** (714) 776-2170 Ext. 253	Anaheim Union HSD Cypress High School Cypress Chamber of Commerce North Orange County ROP	La Palma Intercommunity Hospital Pacificare Health System North Orange County CCD/Adult Ed. FJUHSD	$57,625	Applied Math Biology Chemistry Communications Health Information Systems Occup.

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91-0610 North Orange County CCD Fullerton College **Marilouise Carlisle** (714) 992-7731	Fullerton Joint USHD North Orange County ROP	North Orange County CCD/Adult Ed.	$57,625	Applied Math Biology and Chemistry Applied Math II Principles of Technology Accounting
91-0611 Palomar CCD Polomar College **Paul Kelly** (619) 744-1150 Ext. 2276	Vista USD San Marcos USD CSU San Marcos Ramona Unified	Escondido Unified Poway Unified Fallbrook Unified	$57,275	Graphics Automotive Computer Aided Design and Business
91-0612 Pasadena Area CCD Pasadena City College **Jeffrey Mattes** (818) 585-7200	Pasadena USD Los Angeles County ROP Loma Linda University San Diego COE California Dental Association	Dental Assistants Association Dental Hygienist Association Dental Lab Technician Association University of Southern California	$57,225	Dental Assisting Dental Hygiene Dental Lab Technician Dentistry
91-0613 Peralta CCD College of Alameda Laney College Merritt College Vista College **Peter Crabtree** (510) 466-7210	Oakland USD Oakland/Alameda ROP Alameda USD Berkeley USD Berkeley Unified UC Berkeley San Francisco State University Contra Costa COE Port of Oakland Chiron Corp. Kaiser Air	Hoses Unlimited United Airlines Plane Staff Xoma Corporation Miles Inc. Bay Area Bio Science Center City of Oakland Kaiser Permanente Medical Care Prog. Albany High School Emery High School	$230,500	Business Education Health Careers/Medical Applications/Radiologic Technology Applications Aviation Mechanics Office Admin. and Info. Technology Radiologic Technologist Biotechnology Technician

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91-0615 Redwoods CCD Redwoods, College of the **Maren Rose** (707) 445-6962	Eureka City School District Humboldt COE CSU Humboldt Southern Humboldt Unified Fort Bragg Unified Humboldt County Office of Education Mendocino County Office of Education	Del Norte Union High School Mendocino HSD North Humboldt Union Fortuna Unified Ferndale Union Klamath-Trinity	$57,625	Automotive Technology Drafting Computer Information Applications
91-0614 Rancho Santiago CCD Rancho Santiago College **Dr. George Osborn** (714) 564-4081	Orange USD Santa Ana USD	Central County ROP/Santa Ana USD	$57,225	Applied Technology Applied Math Applied Biology and Chemistry Applied Communications Business Standards Health Standards Technology Standards
91-0616 Rio Hondo CCD Rio Hondo College **Lyla Eddington** (310) 908-3425	Baldwin Park USD Baldwin Park Adult School El Monte Union HSD Whittier Union HSD Tri Cities ROP Hacienda La Puente USD La Puente Valley ROP Calif. State Polytechnic University, Pomona Metropolitan State Hospital Friendly Hills Medical Center	Intercommunity Medical Center Berryman Health West Beverly Hospital Presbyterian Hospital Downey Community Hospital Rancho Los Amigos Medical Center Whittier Hospital Whittier Hospital Medical Center Scaquid Unocal/Unipure	$57,200	Environmental Hazardous Materials Technology Nursing
91-0617 Riverside County Office of Education Riverside Community College Mt. San Jacinto College **Eileen Warren** (909) 358-2858	Riverside COE UC Riverside Riverside City College Elsinore USD Hemet USD Beaumont USD Jurupa Unified Corono-Norco USD San Jacinto USD Temecula Valley USD Perris Union HSD	Banning USD Moreno Valley Unified Rockwell International City of Perris City of San Jacinto Tri Lake Consultants Hemet Valley Hospital Dist. James Inland and Assoc. Sharp Health Care Murrieta Kaiser Permanente Fleetwood Enterprises, Inc.	$115,250	Industrial Tech Health Business

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91-0618 Saddleback CCD Irvine Valley College **Raghu P. Mathur** (714) 559-3381	Coastline Regional Occup. Program Irvine USD	Tustin USD	$57,625	Laser Electro-Optics Technology Environmental Hazardous Waste Materials Tech. Biotechnology Computer Aided Drafting Electronic Technology
91-0619 San Bernardino County Office of Educ. San Bernardino Valley College Crafton Hills College Barstow College **Robert Ciauri** (909) 387-4439	San Bernadino City USD Rialto Unified SD Fontana USD Barstow USD Silver Valley USD Colton Joint USD Yucaipa-Calimesa Joint USD Redlands USD Western Systems & Components Inc. Spectrum Computer Services Kennedy Cadillac Inc. Center Chevrolet Inc.	WA Lane Inc. Toler's Auto Body Bridgestone/Firestone Inc. Deseret Industries Ashlock Multi Services Harris Department Store Sterling Software Beaver Medical Clinnic San Bernadino Community Hospital Kaiser Foundation Hospital San Bernadino Comm. Med. Cntr.	$172,875	Health Technology Industrial Technology Business Technology
91-0620 San Diego CCD San Diego City College San Diego Mesa College San Diego Miramar College **Barbara Armstrong** (619) 584-6573	San Diego USD International Assoc. Machinist San Diego Industry Education Council IBM General Dynamics Vitarel Microelectronics San Diego USD	General Dynamics/Electronics Division CSU, San Diego UCSD San Diego Chamber of Commerce Sony Dennis Company	$172,875	Microcomputer Professional Manufacturing Technology Child Development/Teaching
91-0621 San Francisco CCD City College of San Francisco **Robert Gabriner** (415) 239-3014	San Francisco USD University of California, San Francisco Genencor International Genentech, Inc. Chiron Corporation Genelabs Technologies, Inc. Bay Area Council	Bay Area Bioscience Center San Francisco State University Roche Molecular Systems Balboa High School Mission High School Lowell High School	$57,625	Bio Technology

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91-0622 San Joaquin Cnty Office of Ed /ROC/P San Joaquin Delta College **Noreena Badway** (209) 474-5151	Stockton USD Stockton Unified/Woodruff ROC	San Joaquin County CSU Stanislaus	$57,625	Child Development & Family Services Agriculture Business
91-0623 San Jose-Evergreen CCD San Jose City College Evergreen Valley College **Madelaine R Wolfe** (408) 298-2181 Ext. 3987	East Side Adult Ed Program Milpitas USD San Jose USD East Side Union HSD	Baskin and Robins Sierra Semiconductor VLSI Tech. Inc. Central County Occupational Center	$115,250	Business Marketing Drafting Auto/Transportation
91-0624 San Mateo County CCD Canada College **Dr. Grace Adams** (415) 306-3460	Jefferson Union HSD San Mateo ROP San Francisco State University South San Francisco USD Mazda Motor of America	Guy F. Atkinson Company Common's Auto Parts Toyota Motor Sales Chevron USA Kelly Services Inc.	$57,625	Business/Office Occupation Transportation/Automotive Tech.
91-0625 San Mateo County CCD Skyline College **Linda Avelar** (415) 738-4363	Sequoia Union HSD San Mateo County ROP	San Francisco State University Hewlett Packard Company	$57,625	Business Technology Hospitality/Homemaking
91-0626 San Mateo UHSD College of San Mateo **Pat Kurtz** (415) 348-8834	San Mateo UHSD San Mateo County ROP	San Jose State University United Airlines	$57,625	Industrial Technology Business Education

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91-0627 Santa Barbara CCD Santa Barbara City College **Sharman Badgett-Young** (805) 965-0581 Ext. 2851	Santa Barbara County Schools Santa Barbara HSD Carpinteria School District	Santa Barbara Medical Foundation Chubb Sovereign Life County of Santa Barbara	$57,625	Office Information Systems Computer Information Systems
91-0628 Santa Clarita CCD College of the Canyons **Helen C. Lusk** (805) 259-7800	William S. Hart USD Mervyn's Department Store	Sage Temps Magic Mountain	$57,625	Hospitality/Hotel and Restaurant Information Management
91-0629 Santa Monica CCD Santa Monica College **Norma Kamp** (310) 452-9206	Santa Monica-Malibu USD Los Angeles USD Los Angeles Unified DAOE Lexus Santa Monica Volkswagen Santa Monica	Tune-Up Masters Johnson & Higgins Century Cable Rockwell International	$57,625	Automotive Technology Office Information Systems
91-0630 Sequoias CCD College of the Sequoias **Dr. David C. Bockman** (209) 730-3808	Tulare Joint UHSD Corcoran USD Tulare County Org. for Voc. Ed CSU Fresno Visalia UHSD	Lindsey UHSD Porterville UHSD Exeter UHSD Hanford UHSD	$57,625	Math Business I & T Agriculture Health Manufacturing Technology Communications Construction

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91-0631 Sierra Joint CCD Sierra College **Dr. Paulette Perfumo-Kreiss** (916) 78100452	Roseville Joint Union HSD 49er ROP Nevada Joint Union HSD Rocklin USD Placer Union HSD Placer County Adult School Western Placer USD San Juan USD Black Oak Mine USD	Center USD Denvick Software Herman Miller, Inc. John Doering, Manufacturing Innovative Eng. Metal Fabrication, Inc. Tri Centenent Scientific Sacramento Regional Tech. Project CMAI Project	$57,625	Drafting Technology
91-0632 Siskiyou Joint CCD College of the Siskiyous **Charlotte Olson** (916) 938-5269	Siskiyou County Schools Siskiyou County ROP Siskiyou County Sheriff GAIN Program Mercy Medical Center Women's Economic Growth Center	Child Care Programs Bruno's Garage STEP, Incorporated USFS Klamath National Forest Pacific Power Timberline Technologies	$57,625	Business Computing Welding/Auto Machanics Child Care
91-0633 Southwestern CCD Southwestern College **Ms. Jo Hazard** (619) 691-5685	Sweetwater UHS Wells Fargo	Castle Park High School Hilltop High School	$57,625	Business, Industril Technology Health Applied Courses Computers
91-0634 State Center CCD Fresno City College Kings River Community College **Terry Kershaw** (209) 323-4595	Fresno Metro ROC/P CSU Fresno Clovis USD Fresno USD Kerman USD Sanger USD Fresno County Office of Education	Selma USD CSEA Calif. School Employees Assoc. IRS Fowler USD King Canyon USD Valley ROP Parlier USD	$114,450	Automotive Manufacturing Office Technology Graphics

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91-0635 Ventura County Superintendent of Schools Office Moorpark College Oxnard College Ventura College **Phyllis Throckmorton** (805) 288-4423	Moorpark USD Ojai USD Ventura County Superintendent of Schools CSU Northridge Ventura County CCD Oxnard UHSD	Conejo Unified Simi Valley USD Fillmore USD Santa Paula Ventura Unified Cal Lutheran University Oak Park Unified	$172,875	Automotive Technology Manufacturing Technology Business Application Health Careers Communications Public Service
91-0636 Victor Valley CCD Victor Valley College **Fay Freeman** (619) 245-4271 Ext. 414	Snowline Joint Unified Hesperia USD Apple Valley USD Victor Valley Union HSD Desert Community Bank	Southwestern Portland Cement Contel of Los Angeles, Inc. Southwestern California Edison Company CSU San Bernadino	$57,625	Automotive Technology Health Services Business Office Technologies
91-0637 West-Valley-Mission CCD Mission College **Ruth Madelena** (408) 988-2200 Ext. 3473	Santa Clara USD Central County Occupational Program CSU San Jose Eastside UHSD Lockheed Missiles/Space Company Spectra-Physics Logitech	Laserscope Intel Corporation Arrigoni and Association Lawrence Livermore Laboratories Pyroment Industries General Electric	$57,225	Drafting Electronics Engineering Technology
91-0638 West Valley-Mission CCD West Valley College **Donette Dake** (408) 867-2200 Ext. 7011	Campbell UHSD Central County Occupational Center East Side Union High School Los Gatos-Saratoga High School Tally Court Reporters, Inc. State of California (WCAB) Comp U Scripts Deposition Reporter Superior Court Reporter	Loskhead Missiles and Space Company Spectra Physics Logitech Laserscope Intel Corp. Arrigoni and Assoc. Inc. Lawrence Livermore Laboatories Pyromet Industry General Electric	$57,625	Construction Technology Court Reporting Computer Applications Fashion Merchandising

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91-0639 Yosemite CCD Columbia College Modesto Junior College **Yancey Juergenson** (209) 575-6215	Ceres USD Tuolumne County HSD Sonora UHS Stanislaus County Schools Executone Info., System Inc. Tenney A. Norquist, Inc.	Modesto City SD Hughson UHS Summerville UHS Turlock Joint UHSD Bret Harte UHSD Oakdale Joint Union HSD	$115,250	Retailing and Business Information Systems Programs Food Services Programs Drafting Technology Nursing Industrial Maintenance
91-0640 Yuba CCD Yuba College **Jeanine Rounds** (916) 741-6794	Sutter HSD Yuba City USD Maxwell USD Colusa USD Pierce Joint USD Williams USD Central Counties Consortium JTPA	Live Oak USD Marysville Joint USD Wheatland UHS Tri County ROP Lowerlake High School Middletown High School Woodland High School	$57,225	Busniness Technical/Industrial Computer Ed/ECE Cosumer Ed/ECE

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Tech Prep Special Projects				
91-0672 San Diego CCD **Catherine Clarke Stoll** (619) 584-6963	San Diego USD CSU UCSD San Diego Chamber of Commerce Sony Dennis Company	International Assoc. Machinist San Diego Industry Education Council IBM General Dynamics Vitarel Microelectronics General Dynamics/Electronics Division	$100,000	Evaluation Project
91-0673 San Diego CCD **Catherine Clarke Stoll** (619) 585-6963	San Diego USD CSU UCSD San Diego Chamber of Commerce Sony Dennis Company	International Assoc. Machinist San Diego Industry Education Council IBM General Dynamics Vitarel Microelectronics General Dynamics/Electronics Division	$100,000	Statewide Student Follow-Up Project
91-0674 State Center CCD **Hank Padden** (209) 226-0720	CSU Fresno Clovis USD Fresno USD Kerman USD Sanger Unified CSEA Calif. School Employees Assoc. Internal Revenue Service	Caruthers High School Fowler Unified Fresno Metro ROC/P Kings Canyon USD Valley ROP Parlier Unified	$330,000	Outreach and Guidance Project
First-Year Tech Prep Consortia				
92-1055 Fremont-Newark CCD Ohlone College **Maelene Wong** (510) 659-6155 Ext. 5082	Mission Valley ROP Cal State Univ., Hayward Greenstein, Roboff, Whitzelt, Chin Graphic Word Systems Newark USD	Mandis Consulting Company New United Motor Manufacturing, Inc. Manpower Temporary Services Fremont USD	$57,625	Business Education Medical Office Assisting

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First-Year Tech Prep Consortia *(Continued)*				
92-1056 Sonoma County CCD Santa Rosa Junior College **LuAnn Poulsen** (707) 524-1506	Analy Union High School Districtt. Analy High School Sonoma County ROP Cotati Rohnert Park Rancho Cotati High School Sonoma State University El Molino High School Weightronics Sola Healdsburg Union High School	Healdsburg High School District Cloverdale Unified School District Santa Rosa City Schools Santa Rosa High School Piner High School PG and E IBM Hewlett-Packard Kelly's Precision Grinding, Inc.	$57,625	Engineering Computer Related Technologies
92-1057 Long Beach CCD Long Beach City College **Linda Huy/Lynne Miller** (310) 420-4023	Long Beach USD Long Beach Polytechnic High School CSU, Long Beach Lanz, Inc.	Keonady's Clothing Hughes Aircraft Advanced Design	$57,625	Year I Fashion Design & Merchandizing Electronics/Machine Tool/Metals Year II Computer Aided Design & Drafting Construction Trades Food and Nutrition/Food Service Welding Business Office Occupations
92-1058 MiraCosta CCD MiraCosta College **Victoria Kuzmich** (619) 757-2121 Ext. 578	Oceanside Unified Greene Snal West, Inc. Stillmar Soal Eaton-Leonard	Smith Mfg., Inc Fryor Products Smith & Nephew Don Joy	$57,625	Industrial Technology/Engineering General Business

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First-Year Tech Prep Consortia *(Continued)*				
92-1059 El Camino CCD El Camino College **Ellie Tymer** (310) 715-3236	Manhattan Beach Unified School District Southern California Regional Occup. Ctr. Torrance Unified School District Kielty Associates deBest Manufacturing Company Frank J. Onderka Rick Jong & Associates	Age of Travel Ahmett's Jewelry AFE Communications Government W Aus Toyota Motor Sales Robinson Honda	$56,625	Automotive Technology Computer Information Systems
92-1060 Los Angeles CCD Los Angeles Trade-Tech College **Sharon Tate '** (213) 744-9004	Los Angeles Unified School District East San Gabriel ROP California State University, Los Angeles AMG Ltd. (Apparel Mgt.) Director's West Apparel Executives	Firehouse Products & Printing CBS T.V. Xerox Corporation Kaiser Construction Trams Pacific Rest.	$57,625	Year I Construction Technologies Architectural Drafting Fashion Merchandising Electronics Printing
92-1061 Los Angeles CCD Los Angeles Valley College **John Burke** (818) 781-1200 Ext. 439	Los Angeles CCD L.A. County ROP Cal. State Univ., Northridge John Burroughs High School Monterey High School Burbank Unified School District	Cambridge Business Forms Norm Williams Board of Realtors St. Joseph Medical Center Seastrom Manufacturing John Douglas Company	$57,625	Business Computer Technology Family & Consumer Studies

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First-Year Tech Prep Consortia *(Continued)*				
92-1062 Shasta-Trinity ROP Shasta College **William Justice** (916) 225-4671	Shasta-Tehama Trinity Jt. CCD Anderson Union High School District Shasta-Trinity ROP Trinity Union High School Trinity-Union High School District Red Bluff Union High School Corning Union High School Tehama County Department of Education Los Molinos Unified School District Fall River Joint. Unified Tucker Oaks Golf Course U.S.D.A. Forest Service Research National Parks Service Cal Trans Univ. of Calif. Cooperative Ext. Svcs. Shasta County Cooperative Ext. U.S. Forest Service Target Garden Center KRCR - Channel 7R Radio Mart Electronics	Employment Development Department IBM Corporation Transamerica Financial Resources Legal Secretaries Association Ronald Helderman State Pre-school Shasta Head Start Shasta College ECE Center No. Valley Catholic Social Services Child Abuse Prevention Council Heather Ridge Child Care Center Secret Garden Child Care Valley Industrial Communications Alamo Communication Repco Communications Redding Medical Center Raycom Electronics Pacific Western Systems, Inc. Norrell Temporary Services Charlie Gamble Advertising & Design	$57,625	Business Agriculture & Natural Resources Early Childhood Education Electronics Computer Technology Allied Health Communications
92-1063 Lassen CCD Lassen College **Gayle Stevenson** (916) 257-6181	Lassen Union High School Westwood Unified Lassen Community ROP Mt. Lassen Power-NESCO Intermountain Computers Lassen Community Hospital	N.S.T. Engineering, Inc. Wal-Mart Corporation Lassen County Farm Advisor California Employment Development Depart. California Correctional Center	$57,625	Agriculture Industrial Technology Education
92-1064 Feather River CCD Feather River College **Larry Champion** (916) 283-6500 Ext. 212	Plumas & Sierra County ROP Plumas County Schools Plumas Unified School District Quincy Jr./Sr. High School Pioneer Realty Plumas County Commun. Develop. GAIN - Department of Social Services Employment Development Department Plumas Corporation Plumas Job Training Center	American Valley Aviation Holloway Engineering Quincy Community Services District Plumas County Building Department Michael's Antiques U.S. Forest Service Trilogy Magnetics Madden Plumbing & Heating Bank of America Mr. B's Auto Techtronics	$57,625	Manufacturing Technologies Watershed Mgmt. Health Occupations

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